How Transformational Leadership Influences ERP Assimilation in Organizations: An Individual Level Study

Luning Liu
Harbin Institute of Technology

Yuqiang Feng
Harbin Institute of Technology

Qing Hu
Harbin Institute of Technology

Follow this and additional works at: http://aisel.aisnet.org/amcis2009

Recommended Citation
Liu, Luning; Feng, Yuqiang; and Hu, Qing, "How Transformational Leadership Influences ERP Assimilation in Organizations: An Individual Level Study" (2009). AMCIS 2009 Proceedings. Paper 239.
http://aisel.aisnet.org/amcis2009/239

This material is brought to you by the Americas Conference on Information Systems (AMCIS) at AIS Electronic Library (AISeL). It has been accepted for inclusion in AMCIS 2009 Proceedings by an authorized administrator of AIS Electronic Library (AISeL). For more information, please contact elibrary@aisnet.org.
How Transformational Leadership Influences ERP Assimilation in Organizations: An Individual Level Study
Luning Liu¹, Yuqiang Feng², Qing Hu³
1. Harbin Institute of Technology, Harbin, China. 2. Department of Management Science and Engineering, Harbin Institute of Technology, Harbin, Heilongjiang, China. 3. Information Technology & Operations Management, Florida Atlantic University, Boca Raton, FL, USA.

Abstract:
In this study, we theorize the role of the transformational leadership of the CEO in influences the assimilation of enterprise resource planning (ERP) technology in organizations at the end user level. We contend that the level of ERP assimilation among the end-users is positively related to the transformational leadership of the CEO, as reflected on, the dimensions of idealized influence, inspirational motivation, intellectual stimulation, and individual consideration. More specifically, this model explains how user attitude and user involvement, two widely identified individual level assimilation drivers, are shaped by these dimensions of transformational leadership in the context of assimilation of ERP technology. This model also examines the role of organizational learning culture as a moderator between user involvement and the level of ERP assimilation. Research design and methodology, along with potential contributions to theory and practice, are discussed.